



As part of our commitment to our sustainable business practices and transparency Fairyhouse Steel has constructed this booklet to communicate key performances in 2022.

What is Sustainability?

Sustainable development is development “that meets the needs of the present without compromising the ability of future generations to meet their own needs.”

Sustainability focuses on a balance of the following three areas:

- Maintenance of economic growth and employment
- Social progress, recognizing the needs of everyone (employees and community)
- Effective protection of the environment now and in the future, including preserving natural resources for future generations.

Fairyhouse Steel has adopted these principles of sustainability and aim to reflect them in our vision and values.

Fairyhouse Steel Mission is:

- To be a profitable company
- To be sustainable economically, socially and environmentally
- To maintain an advantage over our competitors

We believe in and are committed to:

- Working in a **SAFE**, ethical and environmentally responsible manner
- Empowering **PEOPLE** by involvement, participation and teamwork.
- Satisfying our **CUSTOMERS** by gaining a full understanding of their needs and providing an excellent service and a wide of quality products.
- Continuously improving our **PROCESSES, ACTIVITIES, and TECHNOLOGY** in order to be **COST COMPETITIVE**.

We believe that by achieving this vision we can deliver a Sustainable future for **ALL** our stakeholders.

Fairyhouse Steel EMS Team

STAKEHOLDER ANALYSIS.

A stakeholder analysis has been carried out as illustrated below

Stakeholders have been categorized as Primary, Secondary and Key.

Primary stakeholders: are those ultimately affected, either positively or negatively by the organisations actions

Secondary stakeholders: are persons or organisations who are indirectly affected by an organisations action.

Key stakeholders: who can also belong to the first two groups have significant influence upon or importance within the organization.

Fairyhouse Steel will engage with stakeholders through face to face communication, e-mail, telephone, site visits and surveillance audits to determine our performance and how we can further improve the long term security of the business.

Fairyhouse Steel will always attempt to ensure our stakeholders views and concerns are considered while making any business decisions.





SUPPORTING BIODIVERSITY .

Fairyhouse Steel are please to continue our support of Biodiversity Irelands All Ireland Pollinators Plan 2020-2025.



In 2022 we continued our biodiversity projects, one being our seeds for schools. We supplied wildflower seeds and pollinator information to two local primary 6th class students. We will continue with this project for 2020-2025.

We also carried out a study of the onsite flora and indicated a planting program of pollinator friendly trees and shrubs 2020-2025.

COMMUNITY RELATIONS.

Community relations are important to Fairyhouse Steel and



we use various methods to establish and maintain a mutually beneficial relationship with the communities in which we operate. In 2019 Fairyhouse steel purchased an automatic defibrillator for Rathbeggan

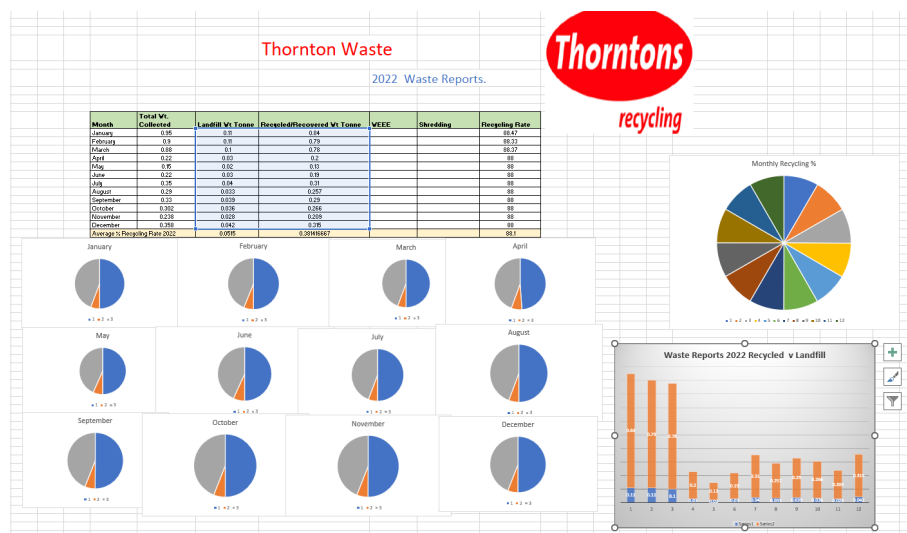


National and in 2021 in conjunction with Active First Responders we continue to provide service and inspection of the unit and replaced the pads and batteries of the unit.

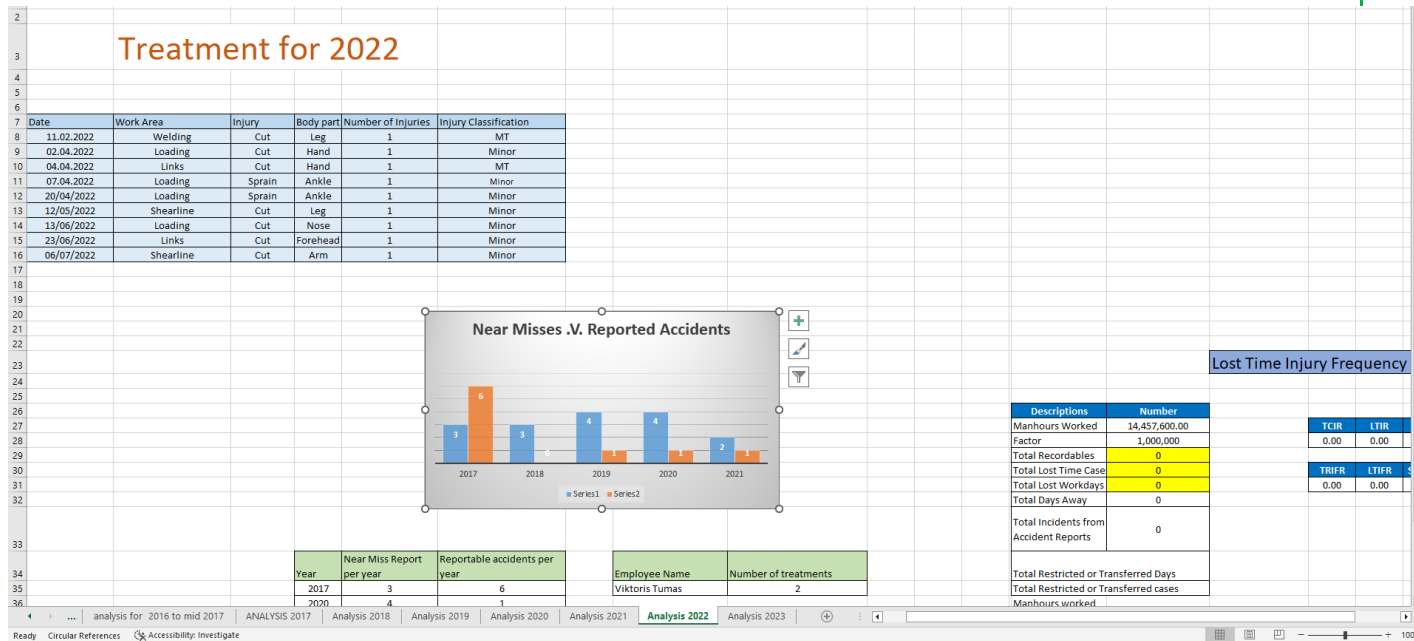
Charity Donations

In 2022 the company also supported a number of charities by making donations to charities such a SVP and Hughes House.

As can be seen by the Pie Charts Recycling is consistent over the year with a slight increase in the overall recycling rate for 2022 to 91.7%..



Health and Safety Performance and results for 2022



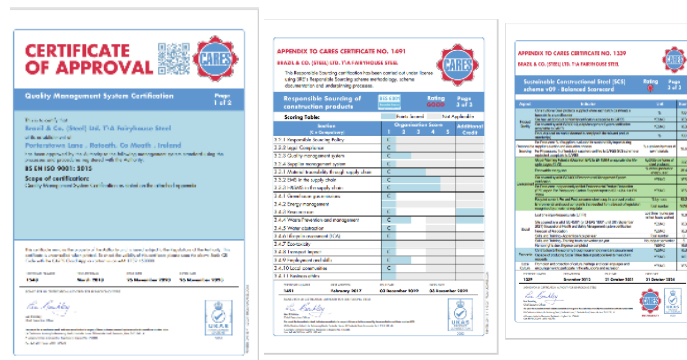
Fairyhouse Steel continued to support Men's Health Week in 2022. Each year since 2017 Fairyhouse Steel has supported Men's Health Week by supplying Generous Fruit Baskets for all employees during the week. During Men's Health Week employees are also supplied with health information tips and posters.



Fairyhouse Steel also supports International Womens Day each year.

Fairyhouse Steel Management Systems.

We continue to manage and continually improve on our range of management systems. In 2020 we added ISO 45001:2018 Certification to the list of certification we hold and continue to improve all management systems through



ongoing

Moving forward in 2023.

2021 saw challenges to business and society for a second year due to the Covid-19 SARS Pandemic with reduced working hours and restrictions on movement of our employees, Fairyhouse steel endeavored to endeavor to continue with our objectives of improving our sustainability and reduction in energy needs and carbon outputs. In 2022 we commenced the installation of Solar Panels to produce green electricity on the production sheds this will also reduce the Carbon footprint of our products. In an increasing demanding economic and climatic world we aim to work towards a reduction in our energy requirements through more efficient processes and reduced waste. In 2023/2024 we are working towards:

- Continual growth of the business to meet the ever growing construction needs of the country..
- Allocation and investment of resources to improve on production equipment and management processes.
- Continual improvement in our Management systems, ISO 9001, ISO14001, and ISO 45001 certifications, BES 6001.
- New Employee Training and continual training for staff..
- Greater biodiversity enhancement through our continued involvement with Biodiversity Ireland, as a business supporter and their ALL IRELAND Pollinator Plan 2020 -2025 Scheme.
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- Development and implementation of a Energy Management and Awareness Plan for 2023/24 and more efficient resource use utilizing Solar Energy.
- Biodiversity Development plans for 2023/2024.
- Continual Improvements in Sustainability and the environment..

Your contribution is essential and appreciated in attaining company objectives and targets. Together we can achieve the vision we have set for Fairyhouse Steel in 2023/2024

Fairyhouse Steel EMS Team.

